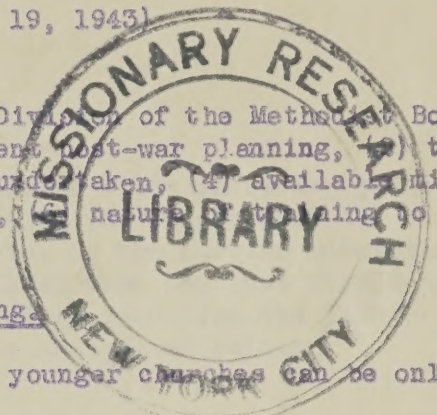


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SOME NOTES ON POST-WAR PLANNING AND PRESENT MISSIONARY PERSONNEL

(Charles W. Iglehart, May 19, 1943)

Confining ourselves to the work of the Foreign Division of the Methodist Board, we shall glance at (1) factors conditioning any present post-war planning, (2) the fields under consideration, (3) types of work to be undertaken, (4) available missionary personnel, (5) available training facilities, (6) nature of training to be given, (7) the methods proposed, and (8) next steps.



I. Factors conditioning any present post-war planning

1. Plans made without the participation of the younger churches can be only tentative.
2. Interdenominational cooperation in both planning and execution is essential.
3. Planning should involve other Divisions of the Board as well as other agencies, such as the Methodist Committee for Overseas Relief.
4. The course of the war, the degree of devastation, and the exact countries to be involved are as yet unknown.
5. The armistice terms and the peace treaties must still take shape.
6. The actual post-war developments and the emerging world order are still not predictable.
7. The place and types of colonial administration; nationalism within the states; and future functions of governments will profoundly influence work in many countries.
8. The condition and strength of the Christian Movement in each area will largely affect mission work.
9. The place of the foreign missionary both under treaties and laws, and as fixed by public opinion, is a matter of conjecture.
10. The continuance or discontinuance of former institutions and projects will often lie beyond our control.
11. The time schedule for the duration is unpredictable. As a hypothesis we suggest three to five years, but this is speculation.

The present study views past experience, achievements, and relationships, as the natural base for all future planning. The future however, must not be limited by the past, and full range must be given to new creative projects and areas of work.

II. The fields under consideration.

The fields thus far directly involved in war and in which this Board has hitherto maintained a missionary staff are:

1. Japan
2. Korea
3. Parts of China
4. Burma
5. Malaysia, including Malaya (British)
Borneo (British)
Sumatra (Dutch)
6. Philippine Islands
7. Europe

Fields which may become further involved are:

8. The remainder of China

9. India, in part or whole
10. Parts of Africa
11. Parts of South America

Each of these fields should be given careful separate study involving past, present and probable future conditions; the state of the country, of the Christian Movement including existing institutions, of the foreign missionary, and of American Methodist responsibilities. In each case the past should be taken as the base-line but should not be permitted to condition the future to the exclusion of fresh planning for any desirable changes of policy.

III. Types of work to be undertaken.

1. Those hitherto engaged in include church work and evangelism, education at the various age levels and of various sorts; training of leaders for church and schools; youth work; Christian literature; social work; rural life; medicine and health; home-making, and leadership in reform. In every field each of these areas should be scrutinized for probable continuance of opportunity or change of emphasis. There should also be a study of all major institutions with which this Board has been associated with a view to the probable nature and extent of future cooperation.
2. Emergency tasks of relief, rehabilitation and reconstruction in order, but geared to the long-time program.
3. A study of possible new types of work not hitherto given central emphasis in missionary strategy.
4. Modifications of the traditional missionary tasks caused by an acceptance of the general principle of "the Christian Gospel for the entire man in all social relationships", "the larger evangelism", village centers, public health, community welfare, etc.

IV. Available missionary personnel.

1. Experienced workers. A complete list should be made of all former staffs in each field with an analysis of their present whereabouts and circumstances. Some are still on the field at work; others are interned; some have been transferred to other fields; some retired. Some are in government or military service; others are engaged in religious work not under the Board; still others are working under the direction of the Board; some are on ordinary furlough.

From the above list there should be created the probable nucleus of the re-constituted missionary staff for each field. This should involve not merely unilateral study by the Board, but full correspondence and understanding on the part of the missionaries so that their hearty cooperation may be obtained. There will probably be two classes, (a) those who are now foot-loose for continued intensive full-time training or who are capable of clearing for this on call, and (b) those who although engaged in other full-time work could be available for part-time study and re-training.

Personal and family considerations must be weighed. Balance must be found

between keeping the available supply of future missionaries mobile for call by the Board, and yet maintaining the morale of each individual or family by encouraging a reasonable re-rooting now in fruitful Christian work. This involves scientific guessing regarding the time schedule for the duration. It also will call for careful spacings of work and study. The matter of the dividing of families must also be taken into serious consideration when planning an early return to the field.

2. New candidates. Young persons must be enlisted for missionary service. War conditions limit the sources of supply for possible men candidates to those under eighteen years of age in high schools, conscientious objectors, and students in theological seminaries, with the possible addition of men in essential occupations. The enlisting and training of new personnel rests with the Joint Committee of Missionary Personnel, and must vary in every case according to the circumstances. We feel strongly that, notwithstanding the difficulties and limitations caused by selective service, nothing should be permitted to stop the immediate recruiting and putting in training of young missionary candidates for post-war service.

V. Available training facilities.

A careful study should be made of the present facilities offered in the respective cities where there is a conjunction of universities, professional schools and centers of theological training with some emphasis on missionary practice. These would include Berkeley, the New York region, Chicago, Boston, Hartford-New Haven, Nashville, Toronto, and possibly other centers. These have undergone and are still undergoing drastic changes in structure and curriculum due to the war, and continuous study may be required in order to keep up with the developments in any one of them. Some of these changes render them of less value as general educational or theological training centers, but other of the developments may be quite in line with our requirements for the training of missionaries for post-war work. Because the situation is not static, a group of mission boards acting in cooperation may well have a determining influence in the creation of new training facilities for our personnel.

In addition to these centers of general education there are several institutions where semi-official training is offered such as Haverford and Swathmore (with special reference to European relief and rehabilitation). There are also schools such as that at Columbia, intended for the training of officers in the armed services. In some of these, there are or may be developed, parallel facilities for civilian training in certain forms of public or semi-public service. All of these possibilities should be carefully studied.

VI. Nature of training to be given.

1. For experienced missionaries. Missionaries of experience need refresher courses which will sharpen and bring up to date their knowledge of fields of activity in which they have had practical experience, but have frequently been lacking in theory or a knowledge of newest techniques. Also for this group there is the need of further advanced and specialized studies, preparation for particular types of work under the highest possible technical leadership. There is also need for background studies in order to widen the outlook and help in the orientation of ones own specialties in relation to the associated areas of work. Immediate post-war conditions will inevitably call for some basic knowledge of the problems of relief and for a least an

elementary training in work of emergency. The plan put out by the Pacific School of Religion in Berkeley, if properly modified to suit advanced students, would seem to be practicable for offering this type of re-training.

2. For new candidates. The degree and nature of basic education already received will in each case indicate the best procedure and selection of training courses. The centers listed above give a large choice in selection. In general the Berkeley plan would appear to offer excellent facilities. In the matter of expert training for relief and emergency work, it might be necessary to find an institution where the preparation is of a higher technical level.

VII. The methods proposed.

In view of the fact that many of the missionary personnel are now in other work and that the time schedule for resuming work overseas is problematical, there must be a variety of methods of study, flexible enough to meet all cases.

1. Some experienced missionaries, and all new candidates, should be placed in residence for regular work varying from one to four years. There is something to be said for testing the advantages of a number of the educational centers named above by placing one or more missionaries or candidates in each. This would not mean leaving them to their own resources, but would imply the closest contact on the part of the Board including a careful continuing study of the effectiveness of the facilities offered. On the other hand, much would be gained by placing in one center a group of missionaries sufficiently large to make an impact on the institution with resultant influence upon educational offerings as well as to create and maintain a group morale which would be a stimulus to the work of each individual. This group might have one of its own number as leader and director of studies, or the institution might undertake this either through one supervisor of studies or by tutorial studies individually directed.
2. Correspondence study under faculty supervision. For individuals in the case of whom it would be impracticable to go for full-time residence, correspondence study under faculty supervision ought to be undertaken. If there were a tie-up with the group with some kind of systematic inclusion in it at short recurring periods, the work would be improved. With the change in the semester system now generally adopted among the seminaries and universities, short courses will be available not only in the summer but at other times of year.
3. Systematic reading courses. Systematic reading courses for those who are not yet able or ready to undertake more formal re-training, should be planned and directed by the Board or other assigned adviser. If the cooperation of missionaries now in other full-time work could be obtained, the continuous reading of selected books would do much to hold them to a sense of mission, of relation to the Board, and of the urgent claims of service after the war.
4. Periodic and unhurried conferences of missionaries. Periodic and unhurried conferences of missionaries by areas should be promoted. These are costly of time and money, but they more than repay the investment in heightened morale and quickened missionary passion.

VIII. Next Steps. Our conclusion from the above is that all experienced missionaries who are to form the nucleus of the reconstituted staffs in the respective fields should be informed of this and should be immediately related to a systematic program of continued study with a view to an ultimate retraining and fresh preparation for a resumption of their missionary task. This should be flexible and varied in the cases of the different individuals but should be taken seriously both by the Board and by them, and should be begun at once. It may necessitate visits made to them by secretaries or the calling of them to the office for personal conference.

For the present the study should largely take the form of reading, correspondence courses, or short refresher courses of a kind that would not dislocate those who are already temporarily re-rooted in other Christian work. Among the missionaries, however, there may be a small number who might well relinquish their present work and give themselves now to full-time residence study. We think this number should not be large. On the whole, the time seems to us to be not yet ripe for this on any large scale.

When the course of the war is believed to be shaping up toward the last year or year and a half, the Board should call back into active service all of the "missionaries-in-waiting", and place them in full-time residential study of approximately one year. (For the purposes of this study let us say that this might take place from two to three years hence.)

A small number of missionaries should be selected and placed in training now for work of relief and rehabilitation. Such service will be needed before the termination of the war and if there were even a small group of persons adequately prepared for it they would undoubtedly have an early opportunity of going overseas. They would need to be single persons, or those who could be separated from their families. Judging from the situation at Columbia University it might be that the Civilian Public Service camps would be a suitable place from which to recruit new candidates. Thus far these young men seem to have had a better opportunity than other single men for receiving training and being given facilities for reaching the field.

